Happy New Year WTS! I can hardly believe a full year has passed since I began to serve as your Vice President. I now understand what I have only had the opportunity to observe over the past 5 years as a WTS member / Newsletter Editor - THIS IS A LOT OF WORK, NO MATTER HOW YOU CUT IT!!

This past year was very eventful. We have expanded our membership, provided the association with several new and interesting programs, and sent our program attendance numbers soaring! We could not have done it without your support. Thank you Connecticut Valley Chapter members and guests.

Although we had a smashing year, we faced two major challenges: first, regaining the interest of our current and former members, and second, increasing our monthly program attendance. The Board is very proud of the accomplishments we have made, and have great expectations for 1999. However, we are tired and need some HELP from each and every one of you.

From my standpoint, the following is necessary for the Chapter to have 1999 be as successful as 1998:

**ATTEND PROGRAMS!**
We need to see more members attend the monthly programs. I understand that not all members can attend every program, however, I would like to see each member make it a priority and select 2 or 3 programs this year.

**SPREAD THE WORD!**
We need our members to spread the word about WTS. Please make copies of program invitations, distribute them among your friends and colleagues, and encourage them to participate. Pass around copies of our newsletter and encourage them to provide articles for publication. Keep membership applications available to give to anyone who may be a prospective member. The application is very informational and answers many questions people have about WTS.

**RECRUIT!**
If each member recruits one new member, MEMBERSHIP WILL DOUBLE.

**VOLUNTEER!**
Program planning is very time consuming, and we need your help! We have an exciting itinerary for 1999, which is very diverse and should provide programs each member will find interesting. If there is a program you are interested in, contact a Board Member and volunteer to help organize it.

**COMMIT!**
We need members to make a commitment to chair committees. Since 1998, a small handful of members have assisted the Board in running the Connecticut Valley Chapter. There are many positions currently available, just yours for the asking! Participation on an organization’s Board or chairing a committee gives you experience and visibility which can be enhance your career. Jump on the band wagon and become an **ACTIVE MEMBER!!**

**IDEAS!**
If you have ideas for a program, potential speakers, or articles for the newsletter, please LET US KNOW.

This is an outcry for help, and we hope you are all listening. Please join us in making 1999 prosperous for you and for WTS. We look forward to hearing your response to our cry for HELP, and look forward to the opportunity to work more closely with you in the upcoming months. See you at the next program!!

Lori
Vice President
WTS MAKES GREAT STRIDES TO IMPROVE VISIBILITY

In November, WTS National President Liz Levin, along with Chapter President and Vice President Kathleen Boyle and Lori Long, met with James Sullivan, Commissioner of the Connecticut Department of Transportation, Deputy Commissioner James Adams, several Bureau Chiefs, as well as representatives from the area office of the Federal Highway Administration. The main focus of the meeting was to reintroduce WTS to CDOT and FHWA, and encourage these agencies to join WTS in accomplishing our mission - promoting the success of women in the transportation industry.

Liz Levin has made a real commitment to chapter development since she became National President. She is a real dynamo, and a terrific spokesperson for WTS. Liz spoke about WTS National, the benefits of membership and participation in the organization, how National supports chapters, and what WTS offers to the transportation community.

We were also fortunate to have Gloria Jeff, a long-time WTS Member, and Deputy Administrator for USDOT FHWA, as an ally in the meeting. Gloria explained to those at the table how she strongly believes that she is in her current position directly due to her involvement with WTS. Gloria stressed how our membership, both in terms of diversity and commitment, are WTS's greatest asset, and she encouraged CDOT and FHWA to take advantage of the opportunities we present to the industry.

Because of WTS's diverse membership, both in terms of level and modes of transportation, WTS has a wealth of top-of-the-line, knowledgeable professionals who are willing and available to speak to other organizations on a wide range of transportation issues.

This particularly peaked the interest of FHWA and CDOT. Both agencies have asked that WTS Connecticut Valley work with them by providing articles for newsletters and for speakers for future conferences. (For example, Richard Martinez asked that WTS suggest a speaker, or panel of speakers, for the Annual NASTO Meeting being held in Connecticut in 2000).

Diversity in the workplace is essential for the success of any organization. WTS lauded the Connecticut DOT and FHWA for its efforts in ensuring diversity in the workplace, and asked that continuing efforts be made to not only be diverse in hiring practices but also in the professional development of existing employees.

Liz noted that a "roadblock" to the success of women in the industry is often the lack of successful female role models. WTS can provide these role models, and give its members access to mentors who can provide professional guidance and encouragement. Having confidence in your abilities is great - but knowing someone else who has faced the same obstacles and succeeded along the path you would like to develop is even better!

Another key message WTS promoted was how WTS can work side by side with CDOT and FHWA to encourage females in their organizations to succeed, through our quality programs, by providing opportunities for professional growth through involvement in committees and networking with other professionals, and by increasing their own individual visibility in the local transportation community.

WTS has also asked that CDOT and FHWA utilize our local and national Job Banks, and contact us when they are looking to fill key positions within their organizations.

We were very encouraged by the enthusiasm displayed by CDOT and FHWA representatives and will work hard to sustain that enthusiasm by working closely with both agencies to promote WTS and our mission locally and nationally.

GLORIA JEFF, Deputy Administrator, USDOT Visits Connecticut

Recently a WTS member and a National Conference speaker came to Connecticut. Ms. Gloria Jeff, Deputy Administrator, USDOT Federal Highway Administration spoke on Thursday, November 12, 1998 at the Radisson Hotel and Conference Center. Ms. Jeff lived up to her reputation as a dynamic speaker discussing the recently passed Transportation Equity Act for the 21st Century (TEA 21). She translated how this funding bill, a replacement of ISTEA, could impact the residents and businesses of Connecticut.

The Transportation Equity Act for the 21st Century (TEA 21) is the most recent transportation legislation and it focuses on improving safety, protecting public health and the environment, and creating opportunities for all Americans. TEA 21 provides record levels of investment (a guaranteed $198 billion from 1998 to 2003) to
As Deputy Director of the FHWA, Ms. Jeff is a part of a team which directs FHWA, providing leadership, expertise, resources and information to improve the quality of our National Highway System and its intermodal connections. She represents the agency on the Executive Committee of the World Road Association, leads the Asian Pacific Economic Cooperative (APEC) and the Transportation Working Group Congestion Points Study, and chairs the APEC Intermodal Task Force. She also shares the leadership of the National Freight Partnership. Ms. Jeff took time out of her very hectic schedule to meet with the Chapter members and guests.

Ms. Jeff also answered numerous questions from her audience. The audience was a diverse group from the public and private sector.

The evening also included three additional special guests: Mr. Donald West, Regional Administrator FHWA; Mr. James F. Sullivan, Commissioner ConnDOT and Mr. Harry P. Harris, Bureau Chief, Bureau of Public Transportation, ConnDOT. These special guests received Honorary WTS Connecticut Valley Memberships for 1999 and were recognized for their contribution to the transportation industry and the professional growth of women.

**Mentoring With Lee Lawton held October 14, 1998 at the Holiday Inn in North Haven**

A small but diverse group of WTS members and non members welcomed Mr. Lee Lawton, Vice President and Director of Training and Development, Parsons Brinckerhoff Inc. as he presented a Professional Development Workshop on Mentoring.

The presentation focused on the Mentoring Program at Parsons Brinckerhoff as a model. Mr. Lawton explained mentoring as an "action where one offers knowledge, insight, perspective, or wisdom that is helpful to another person..." He described the many benefits mentoring provides to the organization, including improved individual performance, better organizational decision making and increased organizational effectiveness. He described the roles of a mentor to be that of Coach, Advisor, Broker (assists the mentee in building associations), and a resource or Referral Agent. The mentee must, among other things, be a willing participant who shows the qualities of competence, enthusiasm and initiative. They must also be flexible and willing to ask for help. Mr. Lawton described how to conduct a mentoring meeting and how to develop a mentee's action plan. He also described those issues unique to cross gender mentoring and mentoring for women and minorities. To show mentoring in action he used the Parsons Brinckerhoff Program as a case study. He discussed with the group how the Parsons Brinckerhoff program is administered, how matches are made between mentors and mentees, what types of training are involved and how the program is evaluated. As a final exercise he gave all in attendance a Mentoring Inventory to help them determine how effective of a mentor they would be.

**Holiday Social a Great Success!**

The Holiday Social was held on Thursday, December 3, 1998 at the Holiday Inn, North Haven, Connecticut from 5-7 p.m. It was an opportunity to get to know fellow WTS members and non members alike. The evening included a buffet of hor d’oeuvres. Good food and fun was had by all in attendance. Everyone seemed to enjoy the casual atmosphere surrounding the holiday event. The group was having such a good time that many stayed on past the established end time of 7 p.m.
and a Professional Development Workshop for giving Effective Presentations.
- Land Use & Transportation - What is the Relationship?
- Land Use & Transportation - Solutions for our Own Communities
- Creative Financing
- Managing Change (Professional Development Workshop)
- Conversations with Today's Leaders: 3 separate sessions:
  Transit & Rail, Tollways & Highways, and Aviation Privatization - When Does It Work? How Do You Decide
- Transit Technology
  Advanced Operating System
- Terrorism - Are We Aware? Are We Ready?
- Welfare to Work - How You Can Help
- Numerous Technical Tours

The Conference Committee is still working on lining up "heavy hitters" to speak or present workshops at the conference. You will receive more detailed program and registration material soon.

The National Conference Experience is one that should not be missed. It is a great opportunity to meet new people, to be inspired by women who have succeeded to senior level positions in the industry, to network for business purposes, to work on some personal professional development, and to learn the latest transportation trends and technology. Once you've attended one conference, you're sure to be hooked!

EVERYONE LOVES A LITTLE COMPETITION!!
Now that you have all received your membership renewal packages, you have also received the WTS National Membership Survey (the yellow form in your packet). We encourage you to complete the form and forward it to the National Membership Survey Chair, Lois Wauson. She has put a lot of effort into developing a comprehensive form.

To sweeten the pot, WTS National is awarding a prize to the chapter with the best percentage of responses. (As we are one of the smaller chapters, we should be able to do well!)

The National Membership Survey is one key way for the National Board to learn about its members, and to learn what its members are looking to get out of WTS. If you haven't already, please complete and send in your survey form today!!

A Letter from the PRESIDENT

Dear Members,
Whew! It seems that I've been doing a lot of writing these days!! We have just kicked off our Membership Drive. You should have all received a letter focusing on the progress we've made over the past year and encouraging your membership renewal. I hope you have been pleased with the changes the Board has made over the past year, and with the progress we've seen as an organization. If so, I strongly encourage you to renew your membership. I also encourage you all to provide me, and the other Board members, with your thoughts and ideas. Your feedback is the best way for us to know that we are (or are not) serving your needs.

For hundreds of years, Americans have created and belonged to "associations" or "societies". Most people are members of some organized group of people with a common goal - be it a religious affiliation, civic clubs, PTA's, country clubs, or professional associations (to name a few).

I recently read results of a nationwide survey conducted by The Foundation of the American Society of Association Executives, which asked association members what features they considered important in their decision to join a professional organization. The leading reason cited was the educational and training programs provided.

There are many reasons to join a professional organization, and everyone has their own individual objectives in becoming a member of an association. Personally, membership in WTS provides me with the opportunity to network, the opportunity to expand my knowledge of the latest in industry technology and standards, and the opportunity for professional development. Since becoming involved in WTS, my confidence has increased in many areas. Now as President, I need to be able to speak in front of large groups of strangers - something that I could never do in the past. I have had access to, and met many, many transportation professionals in different modes, and at much higher professional levels than myself. WTS has opened these doors to me.

Membership in organizations such as WTS is also a way to develop new business, or increase your existing business. It not only increases your visibility as a business, but also your personal visibility. Active membership in professional organizations is very important to your success in today's business world. I have been amazed at how differently others see me...
now in my current WTS role. Future employers have discussed my WTS involvement extensively, and looked at my WTS experience (as Newsletter Chair and as President) as tangible business experience.

Nowadays, there are so many demands on our time - between work, family, school, and other activities. We must all look into ourselves, and assess what's important to us. My family and my job are top priorities for me. WTS has also become a very high priority for me. It has become an important part of my personal and professional development, and, I believe, will have a strong positive impact on the path to my career goals. I encourage you to embrace the opportunities provided by WTS, and see the positive effect it can have on you. Give me a call - I'd love to hear from you!

Kathleen
President

F.Y.I

MEMBERSHIP DRIVE
The Chapter is actively seeking to increase its membership. To this end, we have kicked off our annual membership drive. We would appreciate any efforts each member makes in spreading the word about WTS, including inviting your friends and associates to our programs / functions, and encouraging their membership. In appreciation of your efforts, the Connecticut Valley Chapter would like to offer you a $5 discount on the first program following notification that your friend / associate has become a member.

Member News: Dee Angel, President of MetroPool and long-time member of WTS, retired at the end of December 1998. Dee is a wonderful example of a woman who has achieved success in the industry.

Congratulations Dee!

FINAL NOTICE...Membership applications and renewals must be received by WTS National by March 15, 1999 for inclusion in the 1999 WTS National Directory.

CALENDAR 1999

Wednesday, February 24, 1999

Parking in Hartford

Guest speaker Mr. Norman Goldman, Principal at Desman Associates, a firm specializing in the planning and design, construction administration and financing of parking facilities.

Location: Travelers Tower Dining Room (18th floor), Hartford
Free Parking

Refreshments and a light supper served at 5 p.m. Presentation 5:30 p.m., with Q & A to follow.

Members: $12.00, Non-members $17.00

For more information and to R.S.V.P contact: Anne I. Hayes

Director, Parking & Mass Trans.
Travelers Property Casualty
One Tower Square 1MSA
Hartford, CT 06183-7130

Ph: (860) 954-7575
Fax: (860) 954-2819

Comments, Suggestions, Articles or if you would like to help with NEWSLETTER please call: Maureen at (860) 594-2911!!!

WTS Newsletter

NEXT PROGRAM

Thursday, March 18, 1999

Welfare To Work

Mr. David Lee, General Manager of CTTransit and Mr. Michael Sanders, Transit and Ridesharing Administrator of the ConnDOT Bureau of Public Transportation.

Conference Room A, ConnDOT Administration Building,
Newington, CT

Mr. Lee and Mr. Sanders will explain the Capital Region Welfare To Work Program and how the capital region is meeting the challenge of transporting people to their jobs.

4:30 p.m., dinner at 4:45 p.m.

Members $12.00, Non-members $15.00

For more info or to RSVP contact: Kathleen Boyle
c/o Parsons Brinckerhoff
74 Forbes Avenue
New Haven, CT 06512-1626
Ph: (203) 468-5100

In the months to come look for:

The 8th Annual Luncheon
April 20, 1999
Foxwoods Resort & Casino
Ledyard, CT

1:00 - 4:00 P.M.

May - The National Conference
Chicago, IL

June - Greater Hartford Urban Planning

July - Summer Break

August - 3rd Annual Boat Cruise

Sept. - Possibly a tour of Boston Harbor and the Central Artery project. Boston, MA

October - Transportation Committee Breakfast

November - TBD

December - Holiday Social